

GROW QUESTIONS

1

Goal

Focus on the issue they wish to address

What's your goal?

- ⦿ What makes this goal important for you? What is important to this network?
- ⦿ What will it look like, sound like, and feel like when you have achieved...?
- ⦿ What are your longer-term goals? How will achieving this help you get there?
- ⦿ What is the why? What is driving you to pursue this goal?
- ⦿ How might (others on the map) define the goal?

2

Reality

Help them understand what is currently happening

What's the reality?

- ⦿ What new insights about this issue occur to you as you look at the map?
- ⦿ What's working well? What's getting in the way?
- ⦿ How do (others on the map) perceive progress? What is different about that perspective?
- ⦿ What elements of this map might others draw differently?
- ⦿ What do you believe is true about this network that might not be?
- ⦿ What are you assuming about Cohesion? Power? Diversity?

3

Options

Generate possible courses of action

What are your options?

- ⦿ What can you do to create more options?
- ⦿ What options would (others on the map) advocate? What might be useful about those?
- ⦿ What would the wisest version of yourself tell you to do? The wisest friend.....?
- ⦿ If you wanted to make this network fail, what would you do?
- ⦿ What are your most radical ideas about this?
- ⦿ What option fills you with the most energy? Which might energise this network?

4

Will

Take responsibility for actions to achieve their goal

What will you do?

- ⦿ What are your next steps? What do you hope to happen as a result?
- ⦿ What support do you need? How are you going to get that?
- ⦿ What makes this next step important to you?
- ⦿ On a scale of 1-10 how ready / committed / likely are you to do this?
- ⦿ What might get in the way / how might you get in your own way?
- ⦿ What would happen if you didn't take this action?

COACHING PRACTICE

Two positions – coach & coachee

Part 1) Coaching conversation – 10 minutes

Coachee – bring your goal, your map, your reflections.

Coach – practise your active listening and taking someone through the GROW questioning framework. Don't advise!

Part 2) Review the coaching – 2 minutes

Coach –What did you do well as a coach? What did you notice about your own listening? What about advising?

Coachee - What were the most useful questions? What would make it even better next time?

After that, swap roles.

Keep track of time.

Total breakout time 25 minutes.

