

Silent Coaching and the GROW Model

I am going to ask around 20 questions to structure your thinking about the issue.

Begin by writing down in a sentence the issue that you want to think about. (it must be bigger than what I am going to have for dinner tonight and smaller than what is the meaning of life)

Now, here are the 20 questions. Because I don't know what you are thinking about or how your thinking is progressing, some of my questions may not be relevant to you. If you hear a question that doesn't seem appropriate, simply move on to the next question. I'll also ask you to draw a line across the page at four points - this is simply to explain the structure behind the questions later.

- What are you trying to achieve?
- Imagine that you have successfully addressed your issue. What does success look like?
- What does success feel like?
- What do you really, really want?

Draw a line across the page.

- What is going on that makes this an issue for you?
- Who is involved?
- What assumptions are you making?
- What - if anything - have you already done to address the situation?
- And what has been the effect of what you have done so far?

Draw a line across the page.

- What options do you have?
- What else might you do?
- If you had absolutely no constraints - of time or money or power or health - what would you do?
- If you had a really wise friend, what would they do in your shoes?

Draw a line across the page.

- Your answers to the last four questions - that is, between the last two lines - have generated a set of options. Some of these options may be quite practical, while others are completely impractical. Looking back at these options, rate them quickly on a scale of 1 to 10 on how practical they seem. Don't worry about scoring too accurately - we're only really interested in practical options which score 8, 9 or 10, say.
- From your list of options, which options will you actually pursue?
- For each chosen option, what specifically will you do?
- What help or support do you need?
- What deadlines will you set for yourself?
- What is the first step that you will take?

Draw a line across the page.