

Grow Model – Coaching questions:

Goal

- What would it be useful for you to discuss in this session?
- What would you like to be different when you leave this session?
- Describe to me the issue from your perspective?
- What is your ide/vision?
- When things rea more like you want them to be, what will you be doing differently? What would it be like if things were even better?
- Imagine being really successful in this venture. What would be different?

Reality

- Where are you right now? Scale of 0-10? What are the facts?
- Tell me about the last time this was more manageable. What were you doing or thinking differently when it worked better?
- Tell me about the last time this was more manageable or the problem was a little better?
- Does the goal really bring you the benefits you want?
- How achievable is it?
- What have you tried so far? Was it helpful?
- Would you like some feedback?

Options

- How could you do it differently?
- What are the different ways you could achieve the goal? Best one?
- What are the pros & cons of each?
- Who might be able to help? Would you like some suggestions from me?
- If you are 5 on the scale now, what does 6 involve?
- Which option would you most like to act on?
- Who or what will be useful to you in this process?

What Next?

- Which option will you take?
- How will you do that?
- When will you achieve it by?
- How will you recognise you've reach your goal?
- What are the next steps?
- What might get in the way?
- What support might you need?
- How when can you get support?
- Could I be of assistance?
- What would be the first signs that things were moving in the right direction?