



## GROW Coaching questions

The GROW Model is most effective when conducted using questioning techniques which encourage a deeper awareness and ownership of issues by the mentees. Goals and current realities must be fully explored. Whitmore himself stated that *“GROW, without the context of awareness and responsibilities and the skill of questioning to generate them, has little value.”*

The following are suggested types of questions for each stage to help you to develop the mentoring session as productively as possible. These are suggested questions only, it is important to adapt them to your own style.

### Goals

What would you like to discuss?  
What do you want to achieve out of this coaching session?  
If you achieved that, what would it be like?  
Which of your values do you need to consider when setting this goal?  
What is the possible outcome if you don't achieve what you want?  
On a scale from 1 to 10 how committed are you to this goal?

### Reality

What is the current situation now? Can you expand on that?  
Do you know anyone who has achieved that goal? What can you learn from them?  
In the current situation what are you saying to yourself? What are you feeling?  
What are the expectations of others? What are others saying?  
What has stopped you from reaching this goal in the past?  
What are the benefits of this goal?  
On a scale from 1 to 10 how severe/ serious/ urgent is the situation?

### Options

What could you do as a first step?  
What has worked for you in the past?  
How could you do more of what works for you?  
What would happen if you did nothing?  
Who can support you in making this change?  
What could you change or eliminate in your environment that is holding you back?  
Would you like suggestions from me?  
What obstacles do you expect to meet? How will you overcome them?

### Way forward

Where does this goal fit in with your personal priorities at the moment?  
What steps do you need to take to achieve this?  
What are you going to do? When?  
How can I help you in moving forward?  
As a result of our conversation, how are you thinking differently? What will you do?