

# G.R.O.W. Coaching Questions

## GOALS

1. What specifically do you want to achieve?
2. How will you measure it?
3. How will you know when you have achieved it?
4. When do you want to achieve it by?
5. What are your intermediate goals/what will be your first step?
6. Is this challenging enough?

## REALITY

1. What is the situation right now?
2. What have you done about it so far?
3. How do you compare with others at this point? (benchmark)
4. When did you notice things were not going so well?
5. What happened to cause this situation?
6. How do you feel about your challenge right now? (scale 1-10)

## OPTIONS

1. What could you do about the challenge?
2. What have you seen other people do in similar situations?
3. How did you solve this challenge last time/how have you solved similar challenges in the past?
4. How would you tackle the challenge if you were the boss/your role model?
5. What if you had more time/money/people etc.?
6. What else?

## WRAP-UP

1. What are you going to do about it?
2. When are you going to start?
3. Will this action meet your goal?
4. What obstacles might you meet?
5. What support do you need and how will you get it?
6. What else might affect your decision?
7. On a scale of 1-10 how committed are you to taking this action?

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