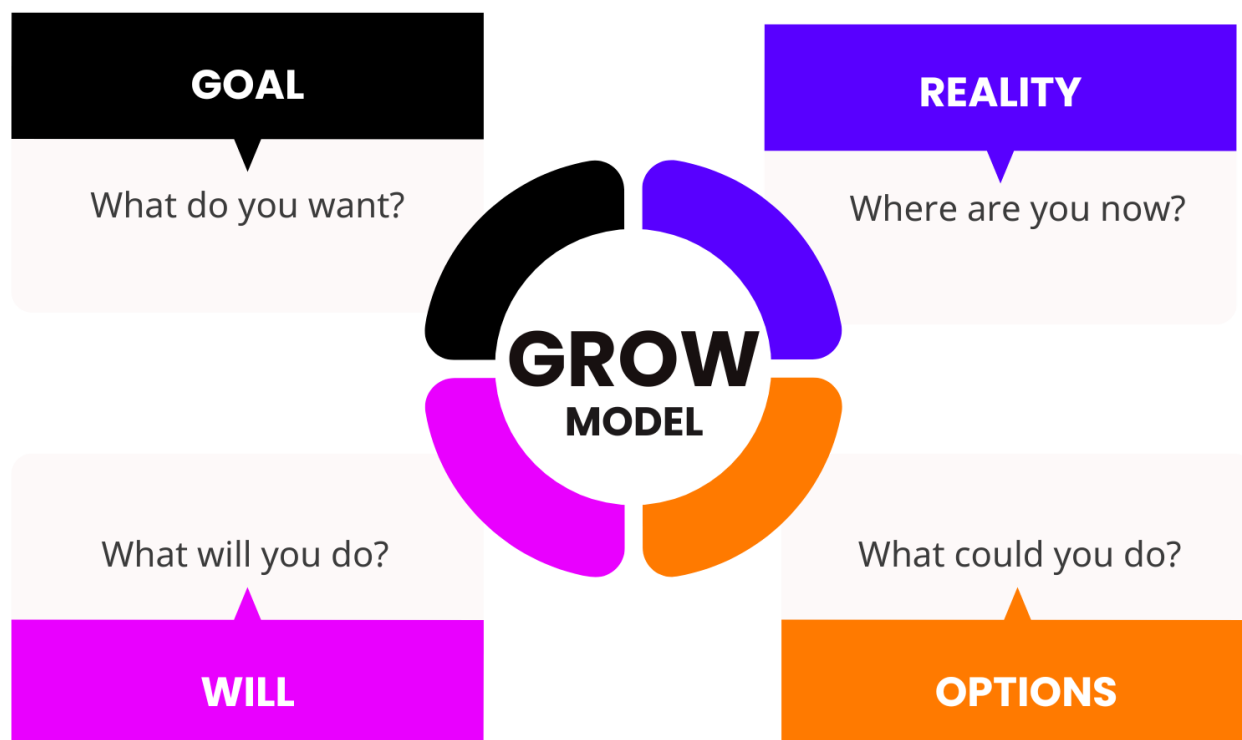


The GROW Model



GROW Coaching Questions

Goals

Use these questions to help you, your team or organisation gain clarity on goals:

- What goal do you want to achieve?
- What would you like to accomplish?
- What new skills do you want to learn or develop?
- What would you like to happen with _____?
- Why do you want to achieve it?
- What do you want to change?
- What do you really want?
- What result are you trying to achieve?
- What is the ideal outcome for this situation?
- Why are you hoping to achieve this goal?
- What would the benefits be if you achieved this goal?
- If there were no barriers, where would you like to be in 6 months/a year?

Current Reality

These questions help to get clear on the current situation; what's going on, the context, impact, and magnitude of the situation.

- Where are you now in relation to your goal?
- What is happening now (what, who, when, and how often)? What is the effect or result of this?
- How can you close the gap between your reality today and where you want to be?
- How is the current reality impacting you and your work?
- What steps have you already taken towards your goal? What is the learning, effect or result of this?
- What has contributed to your success so far?
- What do you think is stopping you / getting in the way of you achieving your goal?
- What did you learn from ____?
- What have you already tried?
- What would happen if you didn't achieve this goal/ overcome the obstacles?
- If you asked ____, what would they say about you/ this situation?
- On a scale of one to ten how severe/serious/urgent is the situation?

Options

Once you have a clear understanding of the situation, the focus turns to what the person / team member can do to reach their goal. The following questions will help explore options and/or generate solutions:

- What can you do to solve it / get closer to your goal?
- What are your options?
- What are some alternatives?
- What are the pros and cons of each option?
- If anything was possible, what would you do?
- What could be your first step?
- Do you have sufficient time / resources to achieve your goal?
- Who else might be able to help?
- What would happen if you did nothing?
- What has worked for you already? How could you do more of that?
- What is the hardest/most challenging part of that for you?
- What advice would you give to a colleague about that?
- What else?

Will, or Way Forward

This is the last step in the GROW model. Checking for commitment and formulating a clear action plan for next steps. The following questions will help uncover and achieve commitment:

- On a scale of one to ten, how committed/motivated are you to achieve your goal?
- How can you increase your motivation level?
- What are the next steps?
- What actions do you need to take?
- How long will it take to achieve your goal?
- How will you know when you have done it?
- How will we measure success?
- How will you stay committed?
- On a scale of one to ten, what is the likelihood of your plan succeeding?
- What would it take to make it a ten?
- What obstacles are getting in the way of success? How can you overcome them?
- What support/resources do you need to get that done?
- What are three actions you can take that would make sense this week?
- How do you feel about your goal/ obstacle now?

Coaching with Homeless Link

Tailored to your requirements, our coaches can support you to unlock your potential through working through a wide range of issues such as:

- Setting and achieving goals;
- Confidence and avoiding imposters' syndrome;
- Communication skills, including public speaking;
- Self-belief and self-awareness;
- Focus and avoiding putting things off;
- Managing difficult relationships and conflict resolution; and
- Career development and achieving success.

With coaches from a range of backgrounds and disciplines, we will match you with a tailored coach.

How do I find out more?



Contact Lucy for an informal, confidential discussion.

Lucy Horitz, Senior Learning & Development Manager

+44 (0)7939 967206

lucy.horitz@homelesslink.org.uk