

GROW Question Bank

Goal

What do you want to achieve from these sessions?
 What would you like to be different / better / improved?
 What are your long term goals?
 How can these sessions help you to achieve those?
 What's important to you at the moment?
 What's playing on your mind most right now?
 Is there an issue or an area that you know you want to work on?
 What does good look like for you?
 What needs to happen in the next (60 mins / 6 months) for you to feel that this is time well spent?
 What do you want to achieve in the next 30, 60 and 90 days?

Reality

Where would you say you are at the moment in relation to achieving this goal?
 If we were to ask your colleagues/friends, where would they say you are in relation to achieving this?
 What are you already doing to start to achieve this?
 What's preventing you from doing more?
 What strengths, skills, knowledge, behaviours do you display/possess that will help you achieve this?
 Which areas do you think you will need most support with?
 Does your goal conflict with anything else that you are doing?
 What's in your circle of control, circle of influence and circle of circumstance?
 Do you feel ready to take on this challenge?
 What needs to happen to make you feel ready?

Options

What are your options?
 What could you do to address this?
 What other things could you do to address this? (Draws out things that they probably don't want to do!)
 Have you tried something similar in the past?
 What worked well, didn't work well? What did you learn?
 What do you need to do to achieve this goal?
 What do you need to stop doing to achieve this goal?
 If you could remove all constraints, what would be your ideal resolution?
 What can you do to overcome these constraints?
 Which options are you most comfortable with progressing?

Will or Way Forward

What will you be able to do to achieve this goal?
 When will you be able to do this?
 What do you think your very first step will be?
 How committed are you to achieving this on a scale of 1-10?
 What can you do to make that number closer to 10?
 Who do you need to help you to achieve this?
 Who are you going to tell about this?
 What will you have achieved by the next time we meet?