

G.R.O.W. Model

questions

Goal

- What is it that you would like to discuss?
- What would you like to achieve?
- What would you like from this session?
- What would need to happen for you to leave here feeling that this session has gone well?
- If I could grant you one wish for this session, what would it be?
- What would you like to happen that is not happening now?
- What do you really want to achieve?
- What's your END goal in this?
- Thinking forward, where do you want you/your business/your career to be in, say, twelve months from now?
- Can we do that in the time we have available?
- Will that be of real value to you?

Reality Check

- What is happening at the moment?
- So, what's stopping you?
- Where are you now in relation to this goal?
- What personal qualities do YOU have that you believe will support you in this?
- What personal qualities do you think you need to GET in order to achieve this?
- What PHYSICAL resources do you need to get in order to move forward?
- How do you know this is accurate?
- When does this happen?
- What effect does this have?
- What factors are relevant?
- Who else is relevant to this?
- What is their perception of the situation?
- What have you tried so far that has worked?
- What have you done so far that didn't work and what did you learn from that?

Options

- What could you do to change the situation?
- What options do you have that will take you to this goal?
- Tell me how many DIFFERENT routes you can think of that will achieve this outcome
- What alternatives are there to that approach?
- Tell me what possibilities for action you perceive
- What approaches have you used before in similar situations?
- Who might be able to help?
- Would you like suggestions from me?
- Which options do you find most attractive?
- What are the benefits and pitfalls of that option/action?

Wrap Up

- What are the next steps?
- What's the first thing you're going to do that will move you forward effectively?
- When exactly are you going to do that?
- Precisely when will you take them?
- Are you happy for me to hold you accountable?
- What support do you need?
- On a scale of 0-10 how would you measure your motivation right now?