

## **GROW - EXAMPLES OF EFFECTIVE QUESTIONS**

### **GOAL**

- What is the aim of this discussion?
- What do you want to achieve long term?
- What does success look like?
- How much personal control or influence do you have over your goal?
- What would be a milestone on the way?
- By when do you want to achieve it?
- Is that a positive, challenging and attainable?
- How will you measure it?

### **REALITY**

- What is happening right now? Only focus on fact, what is really happening at the moment. (WHAT, WHEN, WHERE, HOW MUCH, HOW OFTEN)
- Who is directly and indirectly involved?
- If things are not going well with this issue, who else gets drawn in?
- If things are not going well, what happens to you?
- What about others involved, what happens to them?
- What have you done about this so far? With what results?
- How often have you tried?
- What is missing in this situation?
- What is holding you back from finding a way forward?
- Intuitively, what is really going on here?

### **OPTIONS**

- What options do you have for steps to resolve this issue?
- What else might you do?
- What would someone who handles this kind of issue really do well?
- What if you had more time for this issue, what might you try?
- What if you had less time? What might that force you to try?
- Imagine that you had more energy and confidence, what could you try then?
- What if somebody said: "Money no object" What might you try then?
- If you had total power, what might you try then?
- What if you could start again?
- If the constraints you identified earlier were removed – what could you do then?
- What should you do?
- Would you like another suggestions?
- What are the costs and benefits of each of these ideas?

### **WAY FORWARD**

- What option or option do you choose?
- To what extent does this meet all of your objectives?
- What are your criteria and measurements for success?
- When, precisely, will you start and finish each action step?
- What could hinder you taking these steps?
- What personal resistance do you have in taking these steps?
- What will you do to eliminate these external and internal factors?
- Who needs to know what your plans are?
- What support do you need, and from whom?
- What could I do to support you?
- What commitment, on a 1-10 scale do you have to taking these agreed actions?
- What prevents this from being a 10?
- Is there anything else you want to talk about now, or are we finished?
- What could you do to alter or raise your commitment closer to 10?