Example GROW Model Coaching Questions

**Goal**
- What can we talk about that will be most beneficial for you?
- What is your vision for your tour here?
- What goal would you like to set to move your career forward?

**Reality**
- What areas do you need to improve to achieve your goal?
- What do you see as the biggest obstacle to your success?
- Who on your team is preventing you from reaching your goal?

**Options**
- What skills do you have that set you up for success?
- Who can you ask who might know more about that?
- What can you learn that would improve your performance?

**Will**
- What actions can you take between now and XX date to make progress towards your goal?
- What insights have you had during this conversation?
- What are you going to do to hold yourself accountable to your goal?

**Other Powerful Questions**
- Where do you think that comes from?
- What do you think the main obstacle is?
- Who in your division is preventing you from achieving your goal?
- What can you control?
- How can you push yourself there?
- Tell me about how it will feel to achieve x.
- When is there a difference between who are and who you know yourself to be?

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