GROW Model Questions

GROW model is great model of questions for goal setting and problem solving and options to move forward. GROW stands for:

- **G**oal
- Current **R**eality
- **O**ptions (or Obstacles)
- **W**ill (or Way Forward)

A good way of thinking about the GROW Model is to think about how you'd plan a journey. First, you decide where you are going (the goal), and establish where you currently are (your current reality).

You then explore various routes (the options) to your destination. In the final step, establishing the will, you ensure that you're committed to making the journey, and are prepared for the obstacles that you could meet on the way.

Goal	Describe the situation you want to talk about in one sentence. What is it about the situation that led you to choose it? How would you like the situation to be? How is changing this important to you? What specific outcome do you want to achieve from this coaching session?	
Reality	What is the present situation in more detail? Who is affected by this issue other than you? How much control do you personally have over the outcome? Who else has some control over it and how much?	

	What action steps have you taken so far? What has stopped you from doing more? What is missing? What obstacles will need to be overcome in what way? What internal obstacles or personal resistances do you have to taking action? What resources do you already have: skill, time, enthusiasm, drive and support from others, etc.? What other resources will you need? Where will you get these from? What is the real core of the issue, or the bottom line?	

Options	What are all the different ideas you have for options what you could do about this issue, not necessarily what you will do What are the alternatives, large or small? What are possible complete or partial solutions? What else could you do? What else? What could you do if you were without fear? What could you do if you know you could not fail and there were no limits? If you had a 'clean slate' and were able to start over from before the time this was an issue, what would you do? Would you like me to add a suggestion? Which would give you the best results? Which would give you the most satisfaction? Which of these solutions/options appeals most to you or feels best to you?	
Will/ Way Forward	Looking at your options, which action or actions stand out as being actions that would bring you just one step closer to your outcome? Which one do you choose? How will you know when you have succeeded? What are your criteria and measurements for success?	

	What obstacles are now in your way or could arise that would stop you from taking these actions? What are you going to do about it? By when?	
	What resources do you need to get these actions done? How and when will you get those resources?	
	Who do you need to tell what your plans are? By when will you tell them?	
	What support do you need and from whom?	
	What will you do to obtain that support and by when?	
	What could I do to support you?	
	What else do you need to consider?	
	When precisely are you going to start and finish each action step?	
	On a 1-10 scale, what commitment do you have to taking these actions?	
	What prevents this from being a 10?	
	What could you do or shift to raise your commitment closer to 10?	
	Is there anything else you want to talk about or are we finished?	