



GROW – adapted from ‘Coaching for Performance’ by Sir John Whitmore

Thinking about the issue or opportunity you have...

Goals

1. What do you want to achieve long term?
2. How will you know when you have got there? What will you see, what will you hear, what will you feel to know you have made progress. What actions and outcomes will have been completed?
3. How much personal control or influence do you have over your goal or goals?
4. What would be a milestone on the way to achieving your goal(s)?
5. By when do you want to achieve it?
6. Is that positive, challenging and attainable?
7. How will you measure it?
19. What if you had less time? What might that force you to try?
20. Imagine you had even more energy and confidence than you have right now, what could you try then?
21. What if somebody said: "Money is no object" What might you try then?
22. If you had total power, what might you try then?
23. What **should** you do?

Will

Reality

8. What is happening right now? What is really happening at the moment. (WHAT, WHEN, WHERE, HOW MUCH, HOW OFTEN)
9. Who is directly and indirectly involved?
10. If things are not going well with this issue, who else gets drawn in?
11. If things are not going well, what happens to you?
12. How have you dealt with this so far and with what results?
13. What is missing in this situation?
14. What is holding you back from finding a way forward?
15. Intuitively, what is really going on here?
24. What option or options do you choose?
25. To what extent does this meet all of your objectives? If it doesn't, what's missing?
26. What are your criteria and measurements for success?
27. When, precisely, will you start and finish each action or step?
28. What could hinder you taking these steps?
29. What personal resistance do you have to taking these steps?
30. What will you do to eliminate these external and internal factors?
31. Who needs to know what your plans are?
32. What support do you need, and from whom?
33. Now think about the how, your approach. How do you want things to go?
34. What commitment, on a 1 - 10 scale do you have to taking these agreed actions?
35. What prevents this from being a 10?
36. What could you do to alter or raise your commitment closer to 10?
37. What one small action can you take within the next 4 or 5 hours to move you forwards right now?

Options

16. What options do you have for steps to resolve this issue?
17. What else might you do?
18. What if you had more time for this issue, what might you try?
38. **Do it! Commit to this action now!**