**The ‘Grow’ Coaching Model**

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| **Goal – What do you want?** |

* What is our goal for this session?
* What is the larger goal you want to achieve?
* What do you want to achieve (short and/long term)?
* When do you want to achieve it by?
* How can we make that a SMART goal?
* What would we have achieved at the end of this meeting for it to be time well spent?
* What do you need from me in this meeting?
* How can I be most helpful in this meeting?

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| **Reality – Where are you now?** |

* What is currently happening?
* What progress have you made so far?
* What is working well right now?
* What is not working so well?
* What is the problem in a nutshell?
* What are you ready to change?
* What are you not ready to change?
* If there was one obstacle you could remove, what would it be?
* What have you not admitted out loud yet?
* What excites and inspires you? (list)
* What are you tolerating and putting up with? (list)
* What could make a difference?
* What have you tried already?
* What do you think is stopping you?
* What would others say about your current situation?
* What is the effect/result of that?

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| **Options – What could you do?** |

* What excites and inspires you? (list)
* What would you do if there were no barriers?
* What are your options?
* What else could you do?
* What alternatives are there to that approach?
* What are the pros and cons of each option?
* What would happen if you did that?
* What could be your first step?
* What research could you do to help you find the first step?
* What do you think you need to do to get a better result?
* Who do you know who has encountered a similar situation?
* Who might be able to help?

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| **Wrap Up/Will – What will you do?** |

* What option/s will work best for you?
* Will this address your goal?
* What obstacles could get in the way and how would you overcome them?
* What support do you need to get that done?
* What can I do to help?
* How will you know that you have been successful?
* How committed are you taking this action?
* What’s an action you could take straight after this session?
* What will you do in the next 24 hours?
* When will you start?