



## iGROW COACHING QUESTIONS

The GROW Model of coaching is one of the most popular coaching models used around the world in guiding people towards their goals. It is accredited to Sir John Whitmore as being the most popular contributor however no one person is the author of the model. Have a go at using the model and its associated questions to help either yourself or others to gain clarity about an issue and set a goal that supports wellbeing.

QUESTIONS	RESPONSE
<b>I - What is the ISSUE?</b> <ul style="list-style-type: none"><li>• What is the issue causing concern at the moment?</li><li>• How specifically is this an issue?</li><li>• Can you put this in one sentence?</li></ul>	
<b>G - What is the GOAL?</b> <ul style="list-style-type: none"><li>• Go forward in your mind's eye to when the issue is how you want it to be;<ul style="list-style-type: none"><li>- What do you see yourself doing?</li><li>- What are others doing or saying?</li><li>- How do you feel?</li></ul></li><li>• When do you want to be in this position?</li><li>• Is this challenging or exciting?<ul style="list-style-type: none"><li>- Tell me more, what do you mean?</li></ul></li><li>• How will you know you have achieved your goal? What is the measure?</li><li>• Which areas of this do you have control?</li><li>• In one sentence, what is the goal you seek to achieve?</li></ul>	

<b>R - What is your REALITY?</b>	
<ul style="list-style-type: none"> <li>• What is currently happening that tells you there is an issue?</li> <li>• So.... what is missing between you and the goal?</li> <li>• If we know what is missing, what is that you already have?</li> <li>• What are you doing right or well?</li> <li>• What results does this give you?</li> <li>• When this happens how do you feel?</li> <li>• What obstacles are preventing you from moving forward?</li> <li>• Do you have control or influence over this?</li> <li>• Reflect back on your goal: <ul style="list-style-type: none"> <li>- What was the issue?</li> <li>- What was the goal?</li> <li>- Is this still relevant?</li> <li>- Does it need reviewing?</li> </ul> </li> </ul>	
<b>O - What are the OPTIONS?</b>	
<ul style="list-style-type: none"> <li>• What if you don't achieve your goal? What is the outcome?</li> <li>• How important is achieving this to you? Why?</li> <li>• Let's be curious, Imagine you could do, be or have anything; <ul style="list-style-type: none"> <li>- What would you do if money was unlimited?</li> <li>- What if you didn't have to answer to anyone?</li> <li>- What if you could devote all your time to one thing?</li> <li>- What if there were no adverse consequences?</li> </ul> </li> </ul>	

<ul style="list-style-type: none"> <li>• If you spoke to someone who had achieved what you want, what might they suggest?</li> <li>• Lets recap, what are 5 things you could do to move one step forward?</li> <li>• Think about all these possibilities, if you secretly knew what to do first what might it be?</li> <li>• From all of these possibilities, what is one you are prepared to do to move you forward towards your goal this week?</li> <li>• What will this give you? What is the benefit?</li> </ul>	
<b>W - Planning a WAY forward?</b>	
<ul style="list-style-type: none"> <li>• Now we have an idea on how to achieve the goal, now we need to plan for the action to support the idea.</li> <li>• List 3 actions you will take to support this idea?</li> <li>• By when do you want to have done these things?</li> <li>• Should anyone else be involved? If so, How?</li> <li>• Are there any other resources you need to achieve this action?</li> <li>• Can you think of anything that may stop you from achieving this?</li> <li>• How could you prevent this from stopping you?</li> <li>• So .. when will you start actioning this?</li> <li>• On a scale of 1-10, how determined are you to get this done?</li> <li>• What do you expect this to give you?</li> <li>• What if it doesn't give you this?</li> <li>• How are you feeling now compared to the start of the session?</li> <li>• Good luck, I Look forward to hearing about your progress.</li> </ul>	



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