

GROW[®]

Coaching for Breakthrough

Way Forward

Goal

What and when is the next step?

What topic do you want to discuss?

How might you overcome that?

What do you want from this discussion?
(Decision, Strategy, Option, Plan)

What might get in the way?

How **will** you go about it?

What are the consequences
if you do not reach this goal?

Does this option interest you
enough to take action?



If you were to do this, how
might you go about it?

GROW Model

Briefly, what has been happening?

Do any of these ideas interest you
enough to explore further?

What have you tried so far?

Would you like suggestions from me?

What were the results?

If you were watching this conversation,
what would you recommend?

What is your sense of the
obstacles for you? For others?

If others are involved, what would they
need to hear/see to get their attention?

What different way might others
describe this situation?

If anything were possible, what might you do?

Is the goal still realistic?

What Else?

Options

Reality

Quick-Check Questions

1 What's working?

2 Where are you getting stuck?

3 What might you do differently?