




# GROW- A Framework for Successful Coaching

<p><b>GOALS</b> What do you want?</p> 	<p>My questions are?(Choose a few and write them here)</p>
<p><b>REALITY</b> What is really happening?</p> 	
<p><b>OPTIONS</b> What choices do you have?</p> 	
<p><b>WILL-WRAP</b> What will you commit to?</p>	

Montessori Journey to Excellence Pilot Programme Resource  
June 2014



Turn over for some helpful questions or starters for each of the GROW sections.....

Goal Questions	Reality Questions
<p><b>Tuning in:</b></p> <ul style="list-style-type: none"> <li>Describe your situation</li> <li>What would you like to focus on?</li> </ul> <p><b>End and performance Goals:</b></p> <ul style="list-style-type: none"> <li>What are you aiming to achieve?</li> <li>What do you want?</li> <li>What do you need?</li> <li>What would you like to happen?</li> <li>What would make you feel successful?</li> <li>Is your current situation what you want?</li> <li>What is your ideal?</li> <li>What is important to you?</li> </ul> <p><b>Session Goals:</b></p> <ul style="list-style-type: none"> <li>What do you want to work on?</li> <li>What would you like to achieve in this session?</li> <li>What outcomes are you seeking in this session?</li> <li>What would your one wish for this session be?</li> </ul>	<ul style="list-style-type: none"> <li>What is happening now?</li> <li>What have you tried so far?</li> <li>How do you know that this is accurate?</li> <li>How have you or could you verify that?</li> <li>What is working for you?</li> <li>What is not working for you?</li> <li>Are you happy with how things are?</li> <li>Can you accept things the way they are?</li> <li>What effect does this have?</li> <li>Give me more detail on the present situation.</li> <li>What action steps have you taken so far?</li> <li>What obstacles have you met?</li> <li>What internal obstacles or personal resistances do you have to taking action?</li> <li>Tell me more about the factors behind that.</li> <li>What other factors are relevant?</li> <li>What were you trying to achieve?</li> <li>Is what you are doing meeting your needs?</li> </ul>
OPTIONS QUESTIONS	WILL-WRAP QUESTIONS
<ul style="list-style-type: none"> <li>What do you want to do?</li> <li>What could you do to change the situation?</li> <li>What might work for you?</li> <li>What possibilities for action do you see?</li> <li>Who might be able to help?</li> </ul>	<ul style="list-style-type: none"> <li>What are the next steps?</li> <li>What could block this plan?</li> <li>Precisely when will you take each step?</li> <li>How best will you record and log this plan and progress?</li> <li>Shall we meet again? (time frame)</li> <li>Are there any other resources that might support you?</li> </ul>

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• What are all the different ways that you might approach this issue?</li><li>• What alternative approaches are there?</li><li>• If you had a clean sheet what would you do?</li><li>• Shall we make a list of all the alternatives?</li><li>• What are the strengths and weaknesses of all these ideas?</li><li>• What are the payoffs and penalties of each of these approaches?</li><li>• Would you like some suggestions from me?</li><li>• Which of these appeals to you most?</li><li>• Rate from 1-10 your interest level for each option.</li></ul> |  |
| <b>Notes:</b>   |  |