



## The GROW Model questions checklist

*“Applying science to the art  
of management.”*



### Typical GROW model questions

#### Goal questions

- What do you want?
- What do you really want?
- What do you really really want?
- What is the aim for this discussion / session?
- What would achieving this goal give you?
- What would you like the outcome to be?
- How would you like it to be?
- What will you see, hear, feel when you have achieved the goal?
- What will you be saying to yourself?
- How will others respond to you achieving the goal?
- What will others be saying to you?
- What will achieving the goal enable you to do or be?
- Once the goal is achieved, what will you have that you don't have now?
- Imagine a time in the future where you have removed all the obstacles and achieved your goal:
  - What do you see/hear/feel?
  - What else is new?
  - What and how are things different?

#### Reality questions

- How did you get here?
- What decisions were made along the way?
  - What decisions were not so good?
  - What decisions were good?
  - What's the difference that made the difference between the not so good and good decisions?
- What is happening at the moment?
- How important is the goal to you? Why?
- On a scale of 1–10, if an ideal situation is 10, what number are you at now?
- What number would you like to be at?
- How do you feel about this?
- What impact is this having on you?
- How does this impact other areas of your life?
- What are you doing / not doing that would take you towards your goal?
- What are you doing / not doing that is getting in the way of your goal?
- What is stopping you?
- Who else does this affect?
- What would you lose if you obtained your goal?
- What would happen if you did not meet your goal?

#### Options questions

- If there were no obstacles and infinite resources, what could you do?
- What ideas do you have?
- What ideas would others that inspire you have?
- What are the alternatives?
- Is there anything else?
- If there were anything else, what would it be?
- What has worked in the past?
- What has not worked in the past that might work now?
- What different criteria or factors can / should be used to assess the different options?
- What are the relative merits of each option?
- What is the first step in the process?
- What are the other steps in the process?
- Who else could help you with this?
- Is anyone else doing anything similar that you could learn from / piggy back?
- Where, or from whom, could you find out more?
- What do you need to do that?

#### Way forward questions

- What is the size of the prize?
  - Pleasure - How big is the benefit?
  - Pain – What is the cost of doing nothing?
- What will you do?
- How will you do that?
- When will you do it?
- Who will you talk to?
- Where will you go?
- What will it take for you to commit?
- Is there anything you need to put in place before that?
- What might get in the way?
- On a scale of 1-10 how committed are you to taking that action?
- If it is not 10 what would need to happen to make it 10?
- When and how often do we need to review progress? Daily, weekly, monthly?